

# Project Timeline

## May 2020

MSPB procures a contract with Kenning Consulting to provide services for the review, modification, and implementation of the state's variable compensation plan.



## June 2020 – Sept. 2020

MSPB staff reviews over 2,200 current job descriptions and creates approximately 700 role summaries. These role summaries are the foundation for the new classification plan.



## Dec. 2020 – Jan. 2021

MSPB conducts meetings with subject matter experts in different fields across state government to validate the prepared role summaries.



## Late Summer 2021

MSPB establishes market-based, data-driven salary recommendations. The pay increases **referenced in each agency's appropriations bill** will be based on these recommendations.



## April 2021 – June 2021

MSPB staff reads each PDQ submission and classifies each employee in the new system.



## March 2021

All state employees complete Position Description Questionnaires to ensure they are in the appropriate job classifications.